

**MEMORANDUM OF AGREEMENT**  
**BETWEEN**  
**WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES**  
**LOCAL 1652R – INDUSTRIAL AND HAZARDOUS WASTE**  
**AND**  
**KING COUNTY**  
**FOR 1/1/02 – 12/31/02**

This Memorandum of Agreement between Washington State Council of County and City Employees, Local 1652R representing employees in the Industrial and Hazardous Waste Divisions of the King County, Department of Natural Resources, and King County operates to extend the provisions of the current collective bargaining agreement between the parties for twelve calendar months, subject to ratification by the King County Council and the Union membership, with the following modifications:

**Amends Article 6: Sick Leave, and Adds Section 10 as follows:**

**Section 10.** Bargaining unit members shall be granted benefits consistent with all provisions of King County's Family and Medical Leave Act (KCFML) Ordinance No. 13377. This includes but is not limited to eligibility requirements, terms, conditions and restrictions. The parties agree to re-open negotiations over KCFML if terms are negotiated and agreed to in coalition bargaining which differ from what the ordinance provides.

**Amends Article 23: Duration, as follows:**

**Section 1.** This Agreement shall become effective upon full and final ratification and approval by all formal requisite means by the King County Council and shall be effective January 1, 1999 and shall remain in effect through December 31, 2002.

**Section 2.** Contract negotiations for the succeeding contract may be initiated by either party providing to the other written notice of its intention to do so, at least thirty days prior to June 1, 2002.

**Amends Wage Addendum, as follows:**

It is agreed that recognition shall be extended to employees within the following job classifications: Information Systems Professional IV, Water Quality Staff Engineer, Water Quality Staff Associate Engineer, and Assistant Librarian in accordance with the respective provisions of the Memorandums of Agreement accreting these employees into the bargaining unit. Those Memorandums of Agreement are incorporated as Addenda to this Agreement.

All other provisions of the collective bargaining agreement expiring on December 31, 2001 shall remain in full force and effect.

**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2002

By \_\_\_\_\_  
King County Executive

\_\_\_\_\_  
Clem Edwards, Union Representative  
WSCCCE, Local 1652R